

Invited Lecture 12

Human sustainability: the engine of organizational performance

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Abstract

Background: Organizations are facing increasing challenges related to employee well-being, engagement, and performance. Traditional productivity-driven approaches often neglect the fundamental role of human sustainability—the ability to sustain individuals' physical, emotional, and cognitive well-being in the workplace. **Objective:** This presentation explores how a human-centered approach enhances organizational performance by fostering resilience, motivation, and long-term effectiveness. **Methods:** Through a synthesis of research findings, case studies, and real-world applications, we analyze the impact of leadership, work culture, and well-being initiatives on employee performance and retention. Key factors such as psychological safety, purpose-driven work, and work-life balance are examined. **Results:** Evidence suggests that organizations prioritizing human sustainability report increased productivity, innovation, and employee satisfaction. Referring to the application of practical human sustainability measures, positive outcomes such as reduced burnout and improved employee engagement have been observed. **Conclusions:** Human sustainability is not just an ethical responsibility but a strategic advantage. Companies that invest in people as their core asset cultivate a thriving, high-performing workforce, ultimately driving organizational success.

Keywords: human sustainability; organizational performance; workplace well-being

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